Meeting the Wizard in the Land of OZ

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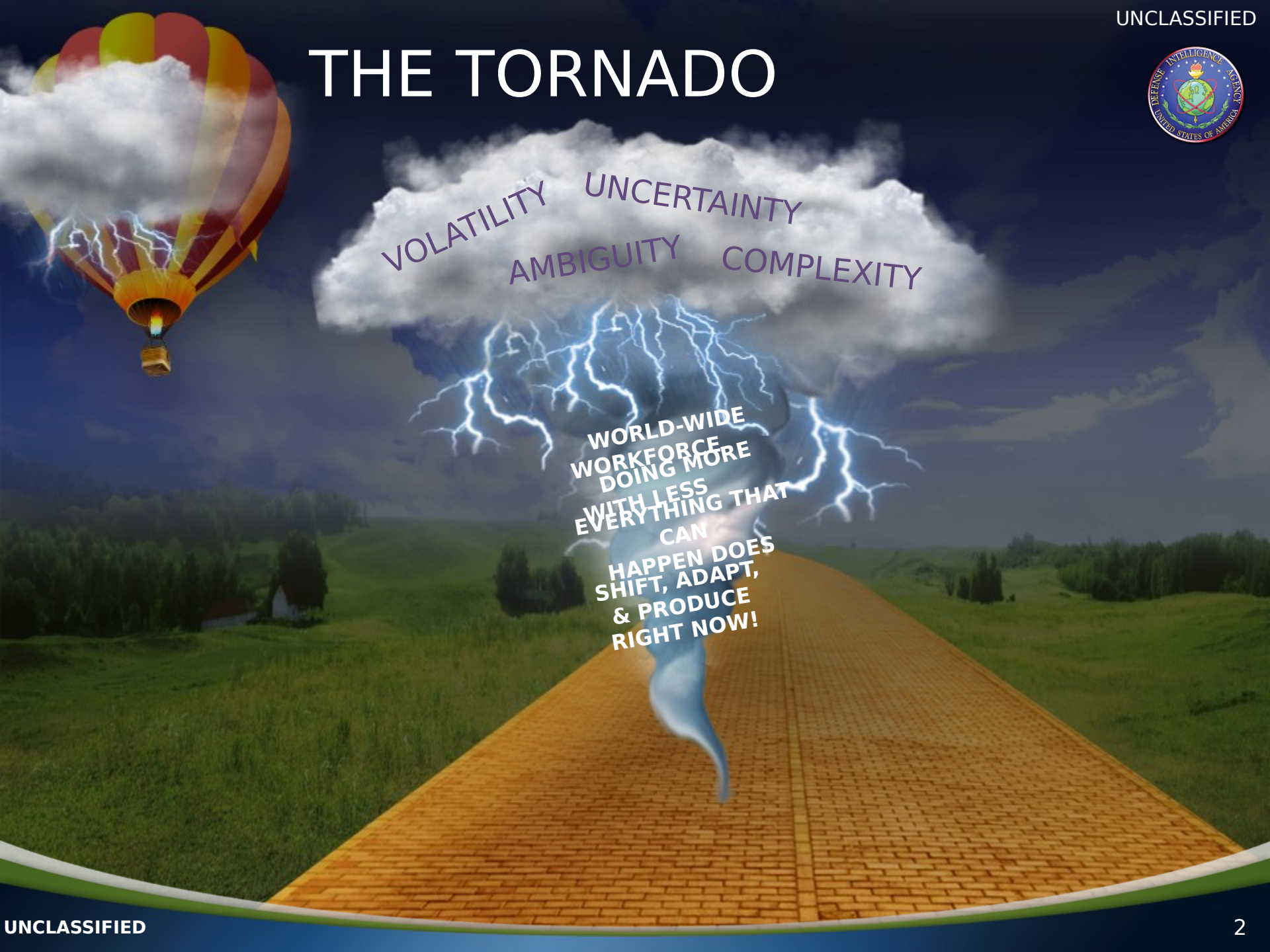
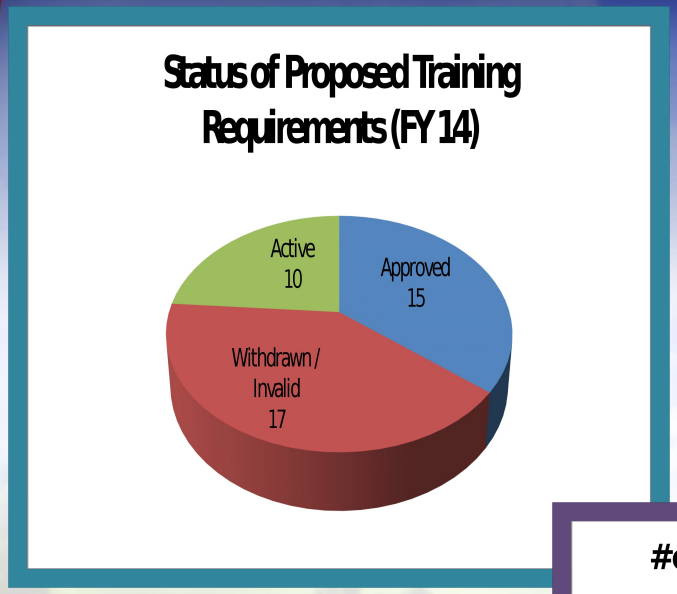
One Mission. One Team. One Agency.
Committed to Excellence in Defense of the Nation

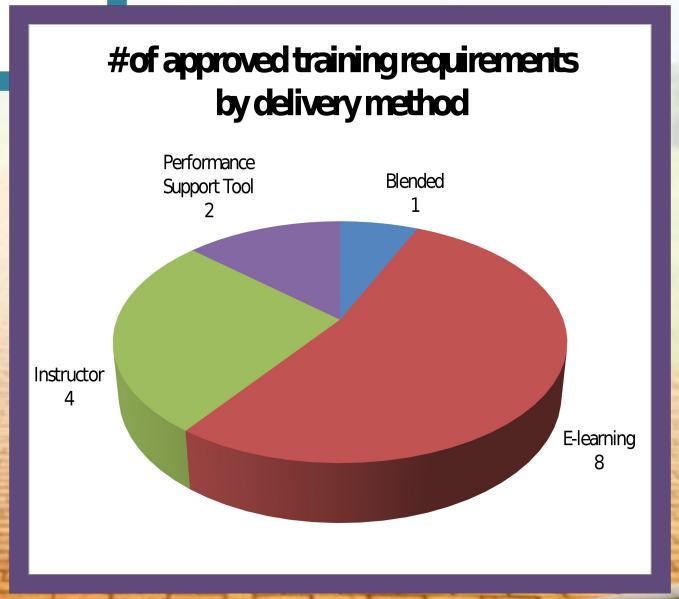
This briefing is UNCLASSIFIED

THE TORNADO


VOLATILITY
UNCERTAINTY
AMBIGUITY
COMPLEXITY
WORLD-WIDE WORKFORCE
DOING MORE
WITH LESS
EVERYTHING THAT CAN
HAPPEN DOES
SHIFT, ADAPT,
& PRODUCE
RIGHT NOW!

OFF TO SEE THE WIZARD





MEETING THE WIZARD

- NATIONAL CAPITAL REGION-CENTRIC
- ONE-SIZE FITS ALL
- OUTDATED LEARNING TECHNOLOGY ARCHITECTURE
- DIGITAL NATIVE? WHAT'S THAT?

THE LEARNING DIAMOND

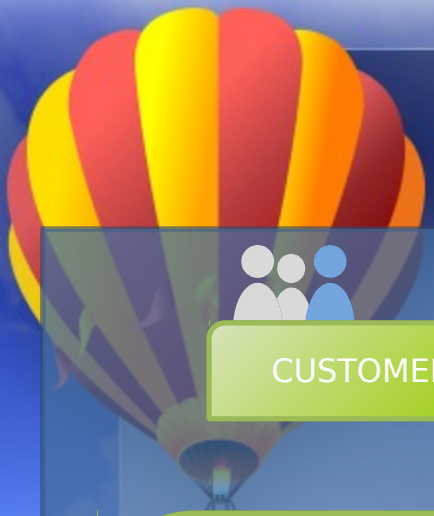
WORKPLACE
- Supervisory involvement
- Mentoring
- Performance support
- Job aids and tools

SCHOOLHOUSE
- Cover new skills
- Practice acquired skills
- "Crash and Recover"

VIRTUAL
- Delivery via VTC
- Webinars, subscription learning, video training, etc.
- Intellipedia

COMMUNITY
- Strengthen ties to "communities of practice"

THE WIZARD CAN DO THIS…



CUSTOMER

TRAINING PORTAL

TRAINING DASHBOARDS

HRIS
- Performance Mgt
- Competency Frameworks & Assessments
- Training History
- Individual Development Plans
- Individual Training Plans

LMS
- IC Course catalogs
- DIA Course Registration
- IC eLearning

CENTRA
Distance learning

QMP
Certification Testing

KZO

LCMS
- Course Authoring
- Content Repository
- Promotes content sharing
- Distance Learning

EPSS
- Custom Performance Support Design
- "Moment of Need"

IC CONNECT

INTELLIPEDIA

DIA

MOBILE

EDW

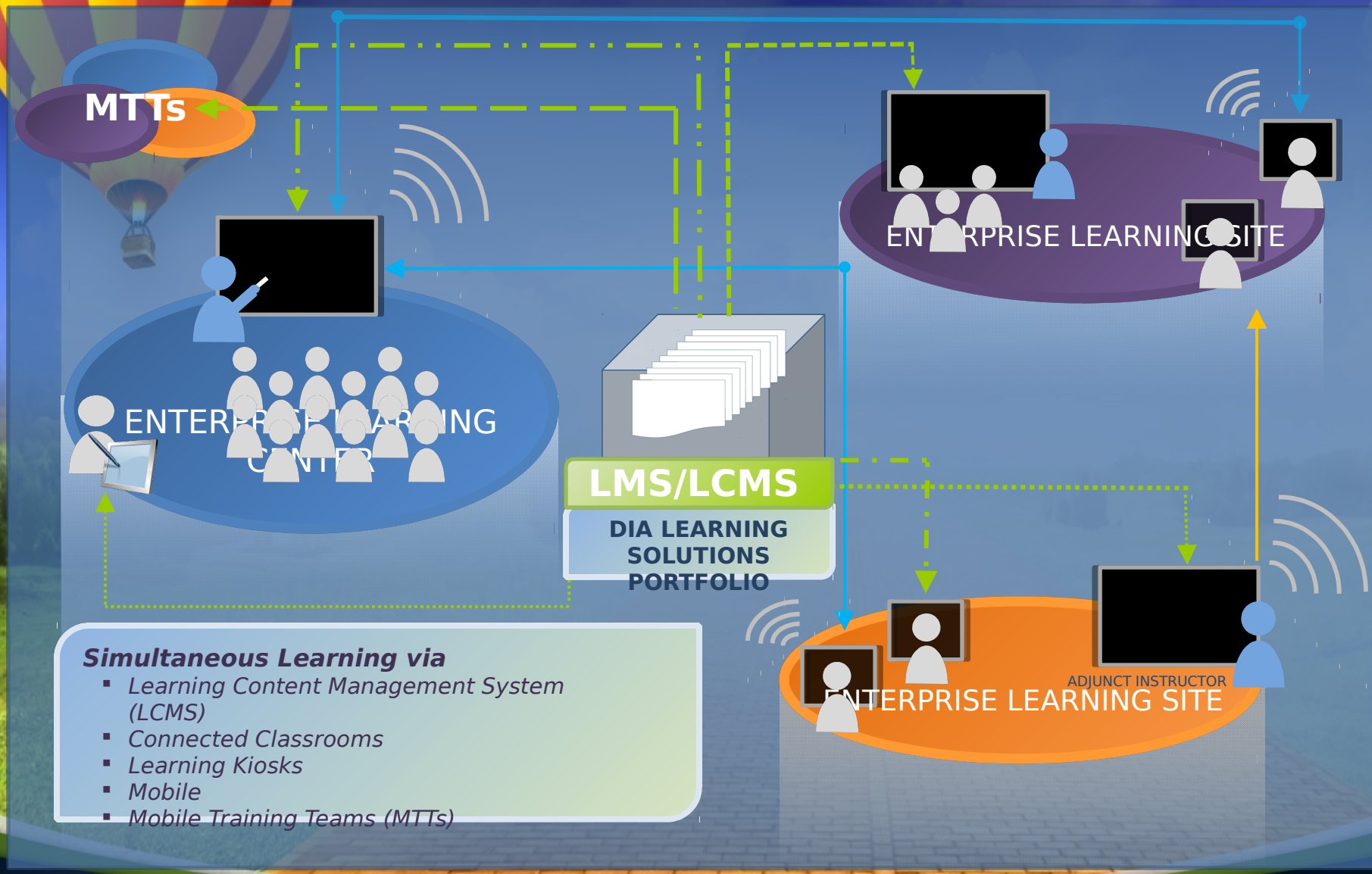
Data Repository / Advanced Analytics

KEY

Current/Planned Capability (2014)

Future Capability

…AND THIS



Simultaneous Learning via

- *Learning Content Management System (LCMS)*
- *Connected Classrooms*
- *Learning Kiosks*
- *Mobile*
- *Mobile Training Teams (MTTs)*

HEY, ANYBODY SEE GLINDA?

9. Increases Organizational Effectiveness

DIA's performance management program will conduct end-to-end performance assessments to raise product and service standards. Performance management will be used to institutionalize a culture that encourages workforce behavior to improve products and delivery of services, increase transparency and accountability at all levels, and establish methods that use hard data and other criteria for meaningful assessment.

- **Response Type:** BAA
- **Status:** Open/Considering
- **Next Review Cutoff Date:** May 1, 2014
- **Review Frequency:** Quarterly
- **Additional Evaluation Criteria:** None

9.1U1 Next Generation Learning Environment.

DIA seeks to improve the Training, Education & Development support infrastructure by creating a comprehensive Learning Environment of individualized and relevant learning material that is provided whereit is needed and delivered on the learning platform that best suits the learner's needs. The environment must allow the learner to seamlessly access a network of capable peers and/or mentors, train in multiple environments beyond the traditional schoolhouse learning domain to include Massive Open Online Courses (MOOCs), Communities of Practice, mobile learning, virtual worlds and serious games and simulation. The environment must link to individual development plans and associated occupational competency models so that learner competency progress is monitored and recorded in the Human Resource system of record.

Proposals receiving the most consideration will fully integrate the following four functional areas:

1. Learning Management System (LMS e.g. "AGILE/Plateau")
   - Hosts course catalogs for Intelligence Community (IC)
   - Manages course enrollment for IC
2. Learning Content Management System (LCMS e.g. "Blackboard")
   - Hosts robust Schoolhouse Distance Learning capability
   - Provides faculty control of course materials and student interaction
3. Embedded Performance Support Solutions (EPSS)
   - Enables design and deployment of "Performance Support Brokers"
   - Enables learning "at the moment of need" within the workflow.
4. Advanced Analytics (AA)
   - Enables self-service access to Big Data integrated from multiple data systems (i.e EDW, Intelink, eZHR)
   - Includes self-service tool for users to rapidly build and sustain dynamic "evaluation dashboards" customized to provide effective feedback to learners, workplace learning professionals, senior management, and learner's managers (where appropriate) on the progress of both individual and organizational Training, Education and Development efforts and initiatives.

- **Response Type:** BAA
- **Status:** Closed
- **Next Review Cutoff Date:** August 1, 2014
- **Review Frequency:** Quarterly
- **Additional Evaluation Criteria:** None

NEXT GENERATION WORKFORCE:

THE "APP GENERATION"

BORN BETWEEN 1994 AND 2010

78.7% visit social networks or blogs

SENT AN AVERAGE OF 3,364 TEXTS PER MONTH

Well-educated and technologically advanced

23 MILLION

Watch more than 7 hours of mobile video per week

SOURCE: Premise Immersive Marketing

KEY CHARACTERISTICS

HERE & NOW
What I want, when I want it

ONE
Social communities & inclusion

REAL
Social Networks

TECHNOLOGY
Independent & tech savvy

SOMETHING NEW FOR THE TORNADO SURVIVAL KIT: *MOBILE LEARNING*

6.8B mobile connections in 2013

SOURCE: ***As of 3Q13 - GSMA Intelligence, Nov '13, UN, Nov '13***

WHY MOBILE?

84% Couldn't go a single day without their mobile devices in hand

65% Opted to take their wireless mobile device with them in the morning instead of lunch

44% Would leave their wallets at home in favor of their device

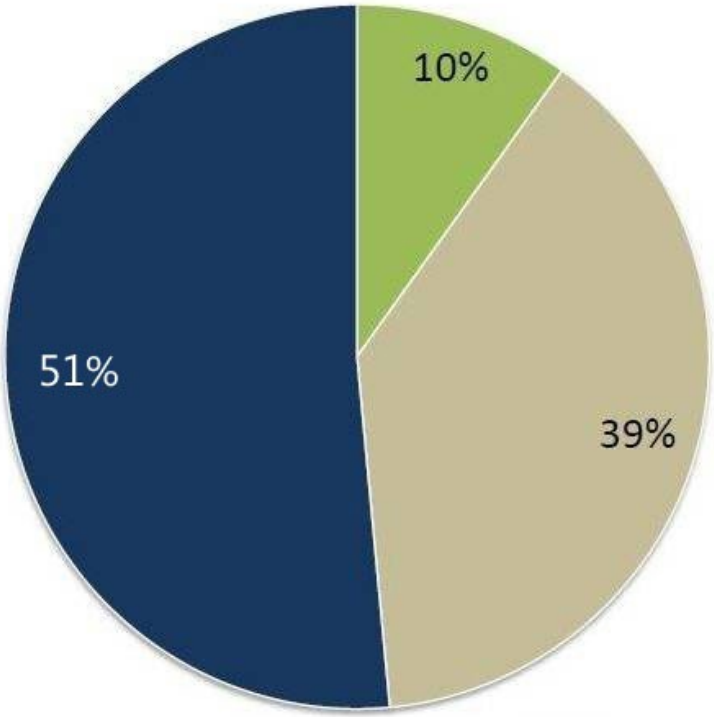
SOURCE: ***TIME mobility poll in collaboration with QUALCOMM, Aug. '12***

THEY'RE COMING OUR WAY

By 2015, over **300 million** Pre-K–12 schoolchildren across the planet will be carrying **personal learning devices**.

SOURCE: The Worldwide Market for Mobile Learning Products and Services: 2010-2015 Forecast and Analysis. Ambient Insight, 2011.

MOBILE MEDIA USE AMONG CHILDREN 0–8 YEARS OLD

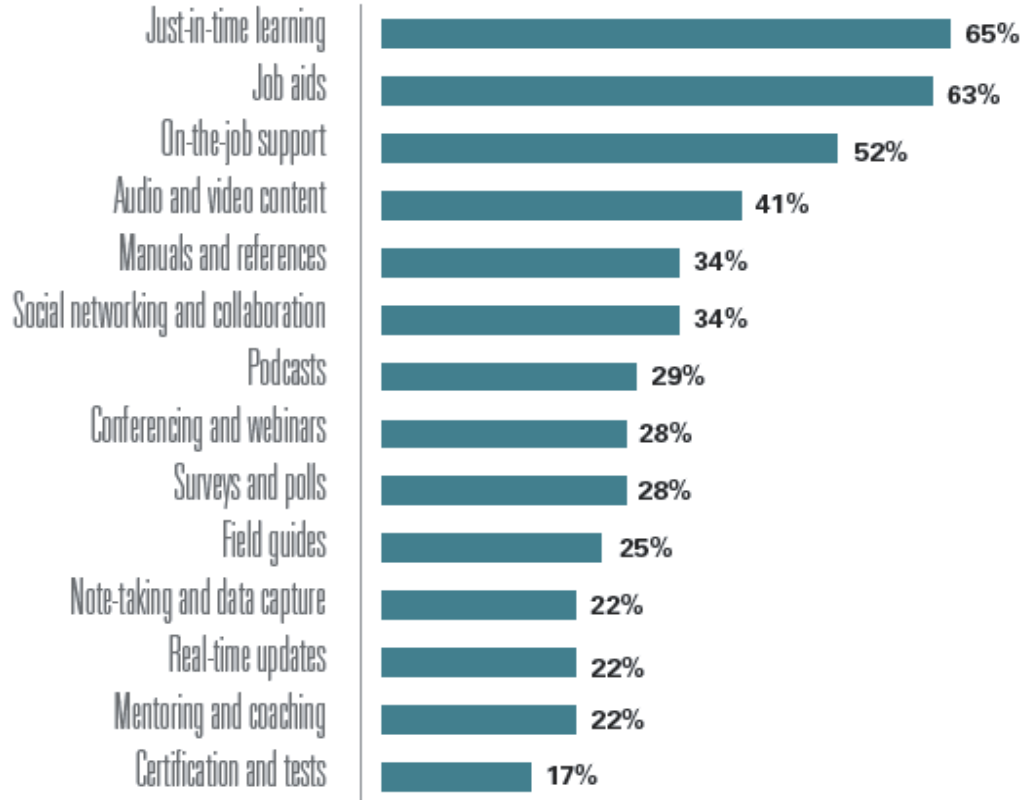


SOURCE: *www.commonsensemedia.org*

FIGURE 15:

LEADING USES FOR MOBILE LEARNING

Which of the following are intended uses for your organization's mobile learning program?

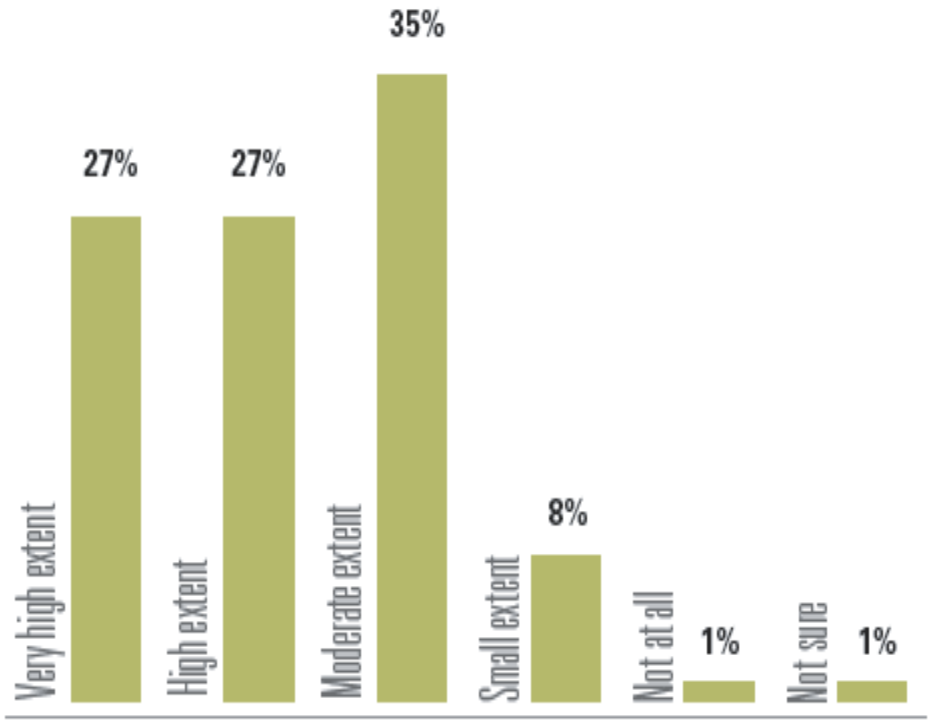


SOURCE: *www.worklearningmobile.org*

FIGURE 18:

MOBILE TECHNOLOGIES' ABILITY TO IMPROVE LEARNING

To what extent do you think mobile technologies will improve learning in your organization over the next three years?



SOURCE: *www.worklearningmobile.org*

QUESTIONS???